

Employee Advisory Committee Meeting Minutes

March 29, 2017

Curtis State Office Bldg., Room 530

Attending: Brant Barber, Barbara Barto, Alexandra Blasi, David Bollig, Cheryl Buxton, Elizabeth Fultz, Kris Grinter, Karen Gutzwiller, Kris Holm, Marjorie Knoll, Denise Phillips, Kristy Rizek, Steve Stankiewicz, Lauren Wolf.

By Phone:

Absent: Patty Delmott, Linda Kelly, Justin Powell, Tyler Smith

Approval of February 14, 2017 Meeting Minutes

Motion by Denise Phillips to approve and amending the minutes of February 14 to include Alexandra Blasi as "Attending." Motion second by Kristy Rizek. Minutes approved as amended.

EAC Feedback on 2017 SEHP Wellness Program:

- Concerns and education needed about HealthQuest accuracy of HSA dollar accounting and timeliness of deposit into Optum account
- Concern about November cutoff if dollars aren't being deposited timely
- HealthQuest does not have a good overview/history screen to check status
- Misinformation about biometric kit versus biometric screening and the ability to earn all available points (specific reference to nicotine swab)
- Biometric screening blood pressure is reading 5-10 points higher than doctor's office
- Level of frustration on "jumping through hoops"
- Concerns from KU Med on qualifications, credentials and vetting of Naturally Slim program
- Concerns that members are not actively engaged in the program, but are turning on webinar at work and not paying attention, still working; very time consuming program
- Is there an app? Yes, but not robust.
- Online program is easy to navigate for younger individuals, but is very time consuming
- Naturally Slim program and biometric screening disqualifies some individuals from receiving points due to ADA conditions as well as health issues

Responses from Staff:

- Previous EAC feedback expressed concerns about non-verifiable self-reporting to earn points in Wellness Program; changes respond to those concerns but bring a new set of questions/issues from members
- Available HSA dollars and points represent an opportunity to earn back money that was swept away from the program to decrease SEHP costs, not a penalty
- HSA dollar accuracy is a result of errors in the manual data entry process, but has been corrected. Automatic data upload is currently being tested and staff hope it will go into production in April.
- Working to try to include cheek swab in biometric kit
- Nov 9 is cutoff for earning credits to receive HSA dollars, but there is a window built-in for provider reporting of those points to state. Cutoff to earn points for premium reduction in 2018 is **December 31**.

Plan Year 2018 Projections

Option to increase contributions for 2018 (premiums):

- 7.7% state employer
- 7.7% non-state employer
- 7.7% active employee only
- 31.1% spouse only
- 0% retiree

To adjust the above contribution rates, plan changes would need to be made. Reserve fund at year-end 2018 is \$32,606,158.

Consensus of EAC is to increase contributions as indicated above. No plan changes.

As a last resort, EAC might suggest increasing out of pocket max for both plans if HCC insists on increasing the reserve fund balance.

Plan Year 2018 Design

- Plan A & Plan C
- Plan Q – lower deductible, 50% coinsurance, no HSA dollars, higher OOP max, lower premium
- Plan U – same deductible and coinsurance as Plan C, lower HSA dollars, higher OOP max, lower premium

Should SEHP drive members to engage in MAP by requiring coverage election in October? Current practice is to default non-electing members to current enrollment for the next plan year. Staff suggests defaulting members to a high deductible plan. EAC does not oppose as long as messaging to members is clear in open enrollment meetings/literature. EAC suggests awarding 1-2 HealthQuest points for completing MAP election.

The next HCC meeting is scheduled for April 12, 2017 – Kansas Board of Regents Board Room, 1000 SW Jackson, Ste. 520, Topeka, at 1:30 p.m.

The next EAC meeting is scheduled for one of the following: May 22/23/24, 2017 – TBA, Topeka, at 10:30 a.m.